

BAY CITY PUBLIC SCHOOLS'
TENTATIVE AGREEMENT
BCPSFSU
June 24, 2015

- The term of the agreement is for one (1) year. This agreement will be in effect until June 30, 2016.
- Beginning July 1, 2015, the District shall contribute 80% of the combined costs for all health insurance programs (all-inclusive costs to the school district including health, dental, vision, ACA fees/taxes (which is already included in McLaren premium), etc.) and all "medical benefit plan" costs within the meaning of Public Act 152 of 2011. The District's all-inclusive (health, dental, vision, ACA fees/taxes (which is already included in McLaren premium), etc.) contribution shall not exceed 90% of the State statutory cap levels in place pursuant to PA 152. McLaren Base Plan will be maintained with buy-up options available at the employee's cost.
- The contract language provisions of Section 8.0 related to when members are eligible for benefits based upon hours of work remains unchanged. For the 2015-2016 school year, there shall be a 1% increase on the salary schedule (*attached Appendix A*) beginning January 18, 2016 for 10-month employees. There shall be no step or longevity increases. There will be a freeze on steps/longevity as reflected at the end of the 2014-15 school year. Minimum wage will be applied per State Law.
- The additional fund established to share savings related to an employee's decision to select an annuity payment in lieu of selecting District provided health insurance coverage will be re-indexed based upon the current census of June 1, 2015 and an illustrative example shall be attached to the contract.
- Flexible Spending Account (Product Handout previously provided) – open enrollment will occur as soon as practicable after ratification.

Non-Contractual Agreements:

- Agree to work through adjustments to staffing processes (Section 10.0) for non-interview vacancy staffing process and Uniform/Dress Code provisions during Union/Administration meetings.
- Negotiations for the 2016-17 contract will begin on or before April 15, 2016.

Sharon
Castaneda
10-24-15

TA'd
Sharon
Castaneda
6-24-15

FOOD SERVICE DRAFT SALARY SCHEDULE - Updated 6-24-2015

GRADE	CLASSIFICATION	STEP	2014-15	2015-16	Minimum Wage	Effective
					January 1, 2016	January 19, 2016
I	Food Service Aide	1	\$8.15	\$8.15	\$8.50	\$8.50
	*(New Hire)	2	\$8.15	\$8.15	\$8.50	\$8.50
	Educational Improvement	3	\$8.15	\$8.15	\$8.50	\$8.50
I	Food Service Aide	1	\$9.67	\$9.67		\$9.77
	** (Old Hire)	2	\$9.85	\$9.85		\$9.95
	Educational Improvement	3	\$10.01	\$10.01		\$10.11
II	Service Technician	1	\$10.06	\$10.06		\$10.16
		2	\$10.21	\$10.21		\$10.31
	Educational Improvement	3	\$10.38	\$10.38		\$10.48
III	Assistant Cook/Van Driver	1	\$10.42	\$10.42		\$10.52
		2	\$10.59	\$10.59		\$10.70
	Educational Improvement	3	\$10.77	\$10.77		\$10.88
IV	General Cook	1	\$11.00	\$11.00		\$11.11
		2	\$11.15	\$11.15		\$11.26
	Educational Improvement	3	\$11.39	\$11.39		\$11.50
	Sub Purpose Only	1	\$12.56	\$12.56		\$12.69
	Supervisor	2	\$12.90	\$12.90		\$13.03
		3	\$13.28	\$13.28		\$13.41

SML
6-24-15

SMD
6-24-15